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of Engineers

CP-18 Update

by

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Agenda

- Recent Events
- Current Programs
- New Programs
- Challenges

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Recent Events

- January – Resource Allocation Selection System (RASS) implemented
  - Automated approval and dispersal of ACTEDS funds for both DA interns and Competitive Professional Development funds
  - More enhancements to come that will make it truly functional
- March – Army Career Program Planning Council
  - Strategic Army Workforce is still moving forward (Nancy Spurlin of SAWMO will be here Thursday) - funding source still not identified
  - National Security Personnel System moving forward (Susan Duncan)
  - Balanced hiring of interns to start in FY05
  - Proponency for civilian leader development moved to G-3

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Recent Events

- June
  - Partnering Agreement between USACE and Hispanic Engineer National Achievement Awards Convention (HENAAC) signed by LTG Flowers
  - Partnering Agreement between USACE and American Indian Science and Engineering Society (AISES) signed by LTG Flowers
  - Both agreements signify continuing efforts to achieve a diverse workforce

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Recent Events

- July
  - Memo to ASA (M&RA) requesting use of ACTEDS funds for all USACE employees, regardless of salary funding source
    - Civil-funded USACE employees currently not completely funded for Army-sponsored training
    - USACE employees are Army employees and are being trained to be mobilized in support of the Army
  - FY05 Prioritization Meeting
    - CP-18 will receive $810,000 in FY05 for training – 11% increase from FY04
    - Mid-year execution review in March 05 for first time; programs that execute at or above forecasts may receive more funds

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Diversity

- USACE signed a partnering agreement with Hispanic Engineer National Achievement Award Corporation (HENAAC) in June 2004
  - USACE employee will receive an award at HENAAC Annual Meeting in October
  - Plan to use direct-hire authority at job fair
- USACE signed a partnering agreement with American Indian Science and Engineer Society (AISES) in June 2004
  - Will participate at AISES annual meeting in November
  - Plan to use direct-hire authority at job fair
- Continuing partnerships with Advancing Minorities in Engineering (AMIE) and Black Engineer of the Year Annual Convention (BEYAC)
  - Successful use of direct-hire authority at BEYAC in past years

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Current Programs

- DA Intern Program
  - FY03: over 130 slots filled, mostly through rollover
  - Additional 90+ slots authorized for recruitment
  - FY05 Allotment not yet announced
- Student Cooperative Education Program (SCEP)
  - 10 historically black colleges & universities
  - 4 SCEP slots at each school, sophomores or higher
  - Paid course work in engineering or science
  - Developing MOA between ASA (M&RA) and USACE

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Current Programs

- CP-18 Leadership Development Program
  - Three-year program of study, mentorship and developmental assignment outside “comfort zone”
  - Gain corporate perspective of Army and DoD
  - 108 graduates to date, 45 currently in program

- Competitive Professional Development (CPD)
  - 20 students enrolled in advanced degree programs for FY04
  - Maximum of $35,000 for tuition, books, travel, etc.
  - Over 70 short term courses
  - Data call to CP-18 field for FY05 – still open

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New Programs

- Increase participation in career development
  - Career tracks within CP-18 with SES leader
- Rotational assignments with other organizations
  - United Nations
  - The Joint Staff
  - USACE Command Staff Group
- More participation with Civil Works and DPW communities
  - Cross-functional education
  - Installation Support and Master Planning Workshops

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Challenges

"The Perfect Storm"

The following changes are all coming together at one time:

- Army Modularity – changing to a more expeditionary force
- Global force re-stationing – as announced by the President
- Organizing and fighting as a joint team across all services
- BRAC 2005
- Plus-up in military construction program to support all of the above

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Challenges

- Readiness XXI -- Proposed Commander's Intent

Purpose:
Fully support the Army, DoD and the Nation for civil and military contingencies while successfully executing our civil and military programs. Reshape our culture and enhance our capabilities to meet new challenges for all contingencies, at home and abroad. Ensure USACE has qualified, high performance expeditionary teams, prepared and positioned to support all civil and military contingencies with readiness as a specified mission.

Key tasks:

- **Organize and train the workforce to simultaneously maintain program development and execution and operate as expeditionary teams.**
- **Continually capture lessons learned to improve and establish processes to ensure that identified improvements occur to achieve efficiency and synergy.**
- **Develop a standardized deployment process to support military and civil operations.**
- **Leverage our technology and workforce to support the full spectrum of military and civil contingency operations.**
- **Become more integrated with other agencies and commands to provide more effective support to the Nation, DoD, and the Army.**
- **Develop metrics that measure the readiness posture of the command and integrate these metrics into the Army Strategic Readiness System.**

Endstate:
USACE is a responsive command that can rapidly deploy trained/equipped teams from its workforce to contingencies, world-wide, leveraging technology and reachback capabilities to provide support for military and civil operations.

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Challenges

- Recruiting and retention of interns – preparing them for changing roles
  - "Greening" of employees to understand the Army
  - Increased mobility
  - Deployments
  - Changes in workload and missions

- Inclusion of USACE civil-funded employees for ACTEDS funding
  - Leadership development
  - Technical competencies in critical areas
  - Advanced degrees

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Challenges

- Senior Army Workforce initiative
  - Nancy Spurlin of SAWMO will be here on Thursday
- Facilities Engineering Acquisition Career Field
  - Update presentation on Wednesday